

ENFJ Essentials

Envisioner Mentor™

Extraverting • iNtuiting • Feeling • Judging



Core Themes

ENFJs like to communicate and share values. They set goals and seek shared success. They strive to realize dreams—their own and others. They look for ways to grow together. They heed the call to a life's work or mission. They have a talent for noticing potential in others. ENFJs enjoy being creative, using their intuitive intellect. They try to bridge the past and the future. When needed, they can get very precise or technical. They find it hard to live in the present moment, to feel at peace.

Unpack the Stack: ENFJs...

Lead with “Friendly Hosting” (Fe)

Tend relationships, social norms, and people's needs and values as they organize and make thoughtful decisions.

Support by “Keen Foreseeing” (Ni)

Focus on a vision of the future, and on insights and realizations from the inner hidden world of the unconscious.

Struggle at “Active Adapting” (Se)

Enjoy the external world using their five senses and take concrete actions based on options before them.

Aspire to “Skillful Sleuthing” (Ti)

Analyze situations, solve problems, and apply leverage according to universal logical principles.



Let's explore...

this type from various angles including 4 developmental variants. As you read, consider what fits for you (or others), what has remained the same or changed over time, and options for where to go from here.

How ENFJs Lead with Heroism

Expedite Decision Making:

Proactively meet goals. Often appear sure and confident.

Organize and fix to get positive results soon.

Friendly Hosting

Nurture trust in giving relationships.

Extraverted Feeling (Fe)

Evaluate and communicate values to build trust and enhance relationships. Like to promote social/interpersonal cohesion. Attend keenly to how others judge you. Quickly adjust your behavior for social harmony. Often rely on a favorite way to reason, with an emphasis on words. Prefer to stay positive, supportive, and optimistic. Empathically respond to others' needs and feelings, and may take on others' needs as your own. Need respect and trust. Easily embarrassed. Like using adjectives to convey values. Enjoy hosting. May hold back the true degree of your emotional response about morals/ethics, regarding talk as more effective. May try too hard to please.

What flavor of Friendly Hosting?

ENFJs can express this process in two ways. They likely develop a bias for one way early in life and may develop the other later.

“Shepherd” Fe

Analytic/Yang Style: active,
focused, fixed, outward,
top down

Announce values and prescribe best behaviors. Corral outliers and encourage them to join the group. Actively work to fix relationships. Inspire as an orator. Make sacrifices, and ask others to sacrifice, in a push to meet needs.

“Host” Fe

Holistic/Yin Style: receptive,
diffuse, flexible, inward,
bottom up

Enjoy supporting your community, family, and friends. Value harmony with others over being right. Sensitive to negative feedback. Accommodate people's many differences. Can be self-sacrificing as you even help foes.

How ENFJs Give Flexible Support

Chart the Process:

Reflect on data and perceptions. Often appear focused and preoccupied. Attend to reference points.

Keen Foreseeing

Transform with a meta-perspective.

Introverted Intuiting (Ni)

Withdraw from the world and tap your whole mind to receive an insight. Can enter a brief trance to respond to a challenge, foresee the future, or answer a philosophical issue. Avoid specializing and rely instead on timely “ah-ha” moments or a holistic “zen state” to tackle novel tasks, which may look like creative expertise. Manage your own mental processes and stay aware of where you are in an open-ended task. May use an action or symbol to focus. Sensitive to the unknown. Ruminates on ways to improve. Look for synergy. Might try out a realization to transform yourself or how you think. May over-rely on the unconscious.

What flavor of Keen Foreseeing?

ENFJs can express this process in two ways. They likely develop a bias for one way early in life and may develop the other later.

“Visionary” Ni

Analytic/Yang Style: active,
focused, fixed, outward,
top down

Stick to a singular vision of the future to improve self and society. Be certain of a few compelling insights. Don't let go or water down. Turn realizations into principles. Apply many complex concepts. Act as a guiding spirit.

“Oracle” Ni

Holistic/Yin Style: receptive,
diffuse, flexible, inward,
bottom up

Hold lightly many interrelated insights. Connect to the many facets of the archetypal world. Open to transformation. Respond to others' questions, and innovate for the group. Cultivate an aesthetic or spiritual practice.

ENFJ Self-Portrait

From Conversations*: *What's it like to be you?*



I really believe everything happens for a reason, to everybody. I'm a human being, there are other human beings around me, and each of us is unique. I trust when something is going to take me to a higher level and I'll bring lots of people along with me—a constant quest of building a strong foundation of self and others from everything I learn. Relationships are about the higher purpose—there is a deep level that needs to be satisfied or there is no point—I need a unique connection or I am unsatisfied. I feel a responsibility to make a difference.

I am empathic. I just get a feeling about people. It's difficult to explain. I have the gift of being able to relate and meaningful communication is a major piece of my life and a major vehicle for growth. I'm good at working with people to improve their behavior and their lives. I'm described as someone who cares, who has an uncanny sense for knowing what others need or what they are about. When I talk to people I'm listening for their stories and their concerns and I experience the joy or stress with them. I remember what's uniquely descriptive of that individual, and I am good at giving praise and pointing out the gifts they bring to their world. If I get vibes that they are not comfortable developing the relationship the way I think it should be, I will back off, but I look for another clue to come back and develop it. What matters is working at making the relationship the best that it can be at whatever level it is, building depth into it.

Honesty is very important. Even if the truth is bad it adds to the depth of the relationship.

I hate unresolved conflict—it makes me sick and can stay with me until it's resolved—and I hate it when people are demeaned or mistreated. My heart goes out to them so I feel it's my responsibility to help, and I will fight on their behalf. It's just something I do, but it hasn't always worked. I end up telling the person what to do and then they do what they want regardless. If I'm really upset, I'll let myself calm down, figure out what I'm going to say, and then confront the situation. I am very

* Reprinted from *16 Personality Types: Descriptions for Self-Discovery*

careful and aware of my actions or words and what effect they will have on another person, and I am thankful to have learned to take the time to envision various interactions before they happen. I used to push, but now I'm more patient. I'm usually fair, open, and unbiased. I don't understand people who are insensitive to others needs or issues or thoughts or feelings. Either I don't want them in my life or I want to teach them how to care. It bugs me when people don't take the time to understand each other.

I usually put the relationship ahead of tasks I have to do, but I don't have unlimited energy. When I can just be who I am and in a sharing mode and when there is not a task-oriented pressure, that flows better. I try hard to "be there" emotionally for those in my life so I have to constantly set up boundaries so I don't take on their problems. I usually work overtime to make sure I am understood. It is also very important to me for others' to be properly understood, and I expend a lot of time and energy making sure they are understood and comfortable. Being unable to build relationships with those who need it is frustrating.

It's particularly difficult when my needs aren't being met. Sometimes I can't even feel good about myself because I worry that others did not get what they needed. In a group, I need to separate my interests from others or I'll be easily swayed by what they want and how they behave. I can't be successful for myself if I'm trying to fit into someone else's idea of me.

I also tend to take a leadership position—not a strong one always but I'm looked at as a leader. Others having genuine confidence in me is almost as good as having the confidence myself. When someone comes for help, it's a compliment. I listen and feed some things back that maybe they haven't thought about, something that's profound for them. Often people will disregard the information I give them as unimportant only to later request the same information. That energizes me. I try to be a thoughtful good listener, interested, fun, and someone to come up with ideas. Humor is a great teacher and great healer. My favorite thing is to watch someone have an "aha" experience, and I really admire people who have been through something and learned.

ENFJ Reminders* for Growth and Success

- ☐ Leading people to a new horizon is among your finest gifts.
- ☐ Maintain multiple sources of intuitive insight.
- ☐ It's okay to sense what others don't, but stay practical.
- ☐ Arrange your life and career so that you are rewarded for your creative endeavors.
- ☐ You shouldn't have to discard parts of yourself just to please someone else; nor should others have to discard parts of themselves to please you.
- ☐ If it feels like people are hurting you, then voice which of your values they are violating.
- ☐ Exercise and other physical activities are a great way to relax.
- ☐ Be more open to people's values—people sense if you like them or not.
- ☐ If your dreams guide your daily choices, then don't expect the fruits of a conventional life at the end of the rainbow.
- ☐ Remind yourself that your unconscious is in charge of your personal growth.
- ☐ Life has a way of unfolding according to its own design.
- ☐ Stay curious. Try to ask open-ended questions.
- ☐ If you want someone to change, really notice what they do to show they care.
- ☐ Consider that some people aren't rude, they're just different.
- ☐ Disillusionment leads to negativity and the misinterpretation of others' intent.
- ☐ Remember your power.

* Adapted from *Quick Guide to the 16 Personality Types in Organizations*



What Now?

Now that you've explored ENFJ:

1. How do the strengths and challenges of this type show up in your life?
2. What's an insight or goal you can act on today in some way?
3. See the later chapters to leverage your subtype, neurotic zone, energy, and aspirations.